



2024 STATE AGENDA

[GLI] GREATER LOUISVILLE INC.
The Metro Chamber of Commerce

2024 State Agenda At-A-Glance

BI-STATE

- Establish economic development incentive reciprocity with Indiana
- Support infrastructure and land development in Southern Indiana
- Ease licensing rules across state lines
- Fund regional public transportation
- Explore ways to decrease or eliminate tolls for Louisville-area bridges
- Expand access to regional broadband
- Continued funding for READI 2.0
- Support tuition reciprocity in Kentucky and Indiana



BUSINESS COMPETITIVENESS

- Invest in cybersecurity infrastructure and build pipeline for workforce
- Ensure protections for drug-free employers as Kentucky adapts to medical marijuana legalization
- Strengthen economic development programs to increase Kentucky's competitiveness and make programs available to more industries and businesses
- Ensure parity of Kentucky's signature bourbon industry by streamlining alcohol taxes on canned cocktails
- Streamline Kentucky labor laws to lower tax burden while supporting communities
- Encourage voluntary employer programs, like paid leave insurance
- Support pro-growth land development policies
- Reduce public pension costs
- Allow workplaces to maintain safety by obtaining violence protection orders
- Continue work to improve public safety and increase accountability
- Expand programs that support small businesses and entrepreneurs
- Build on Kentucky's state tax reform progress and pass local tax reform legislation
- Support tourism, hospitality, and the arts



EDUCATION & WORKFORCE

- Attract and retain skilled workforce through relocation and student loan incentives
- Funding for statewide talent attraction campaign with dedicated funding for regional initiatives
- Examine benefits cliff to ensure smooth transition and continued support for those easing off benefits

- Enact meaningful criminal justice reform to support re-entry and continued employment
- Continue to fund full-day kindergarten
- Increase funding for K-12 and higher education
- Fund substance abuse disorder treatment and recovery programs
- Maintain a diverse and inclusive workforce by opposing harmful legislation that could be perceived as discriminatory or unwelcoming
- Support increased school choice for families and students
- Encourage second chance hiring
- Stabilize the childcare sector and engage the business community in solutions and partnerships
- Remove barriers to workforce participation and educational and training opportunities
- Address young adults and youth that are disconnected from the community through programs that connect them with educational and employment opportunities

ENERGY & ENVIRONMENT

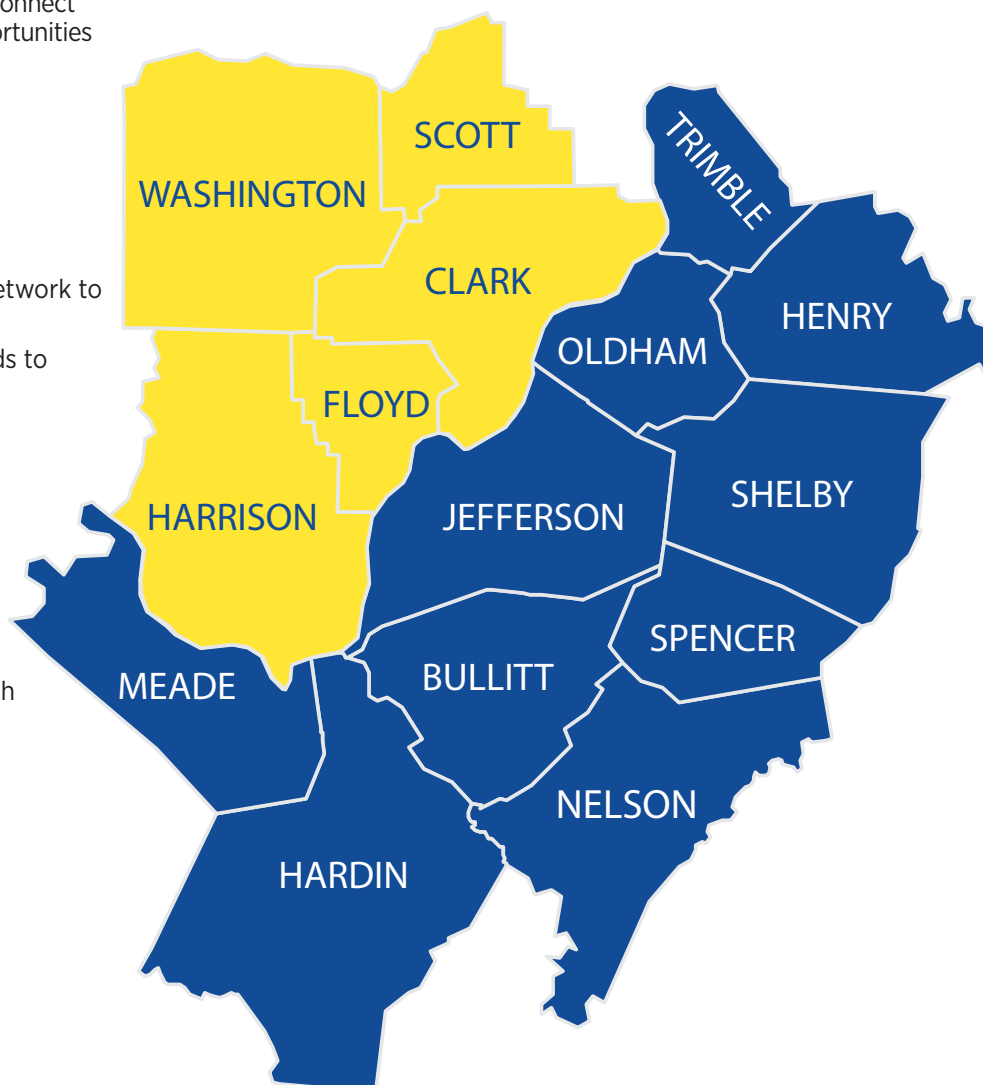
- Ensure energy affordability
- Attract and retain regulatory professionals
- Fund brownfield remediation programs
- Implement reliable and efficient charging network to support growth of electric vehicles
- Ensure environmental audit privilege extends to companies operating in Jefferson County

HEALTHCARE

- Improve the health of Kentucky's workforce
- Maintain certificate of need
- Fund the Kentucky Healthcare Workforce Investment fund
- Enact reforms to the Medicaid system
- Ensure employers' rights to workplace health and safety issues in their businesses
- Reform legal liability climate

TRANSPORTATION & INFRASTRUCTURE

- Increase investment in mobility
- Capitalize on federal funding programs to extend passenger rail lines from Louisville
- Invest in water and sewer infrastructure
- Increase infrastructure funding and modernize Kentucky's road aid formula
- Develop multi-modal fund for investment in public transportation, aviation, ports, and freight
- Facilitate growth of communications infrastructure through incentives and by streamlining regulatory processes



BI-STATE TAX INCENTIVES

Kentucky and Indiana should finalize a framework allowing companies whose workforces reside in both states to take full advantage of existing economic development incentives. A business based in Kentucky should receive credit for creating a job even if the employee lives in Southern Indiana, and vice versa. Incentive reciprocity would support regional economic development efforts and more effectively promote regionalism in Greater Louisville. In addition, for large-scale, high-impact economic development opportunities, GLI encourages Indiana and Kentucky to coordinate on incentive packages to help optimize the region's ability to attract new businesses and support major business expansions.

PLANNING FOR FUTURE GROWTH & INVESTMENT

With new businesses starting, expanding, and relocating to Southern Indiana alongside a rapidly increasing population, Southern Indiana has seen significant growth in recent years. GLI encourages the Indiana General Assembly to strategically plan for the region's future by encouraging land development and redevelopment and adequately funding infrastructure projects. To further prepare for future growth and economic development, Indiana must continue its support and increase its investment in public transportation in Southern Indiana to preserve and expand routes and ensure the efficient movement of workers, tourists, students, and customers. An increased investment in state funds for public transportation will ensure that our region can support capital and infrastructure investments by leveraging federal funds now available through the Infrastructure Investment & Jobs Act.



PROFESSIONAL LICENSING AND CREDENTIALING

Indiana and Kentucky should work proactively to remove barriers to work and regionalism by allowing licensed or credentialed professionals to work on either side of the Ohio River without the burden of seeking additional licenses or certifications or requiring them or their employers to pay additional fees. Both states should ensure that their licensing and credentialing processes do not prevent regional employers from finding the talent they need to grow their businesses.

QUALITY OF PLACE & CONNECTIVITY

The parks and pedestrian and cycling pathways along the waterfronts of Louisville and Southern Indiana make Greater Louisville more competitive in attracting and retaining talent and improve quality of life. Policymakers in Kentucky and Indiana should strategically invest in key quality of place projects such as the Ohio River Greenway and Waterfront Park and fully leverage the unique asset of the Falls of the Ohio State Park to attract national and international attention and programming to our region. Lawmakers should support increased connectivity between Louisville and Southern Indiana through initiatives such as connecting Portland and New Albany with a second regional pedestrian bridge.

With the increased availability of federal grants, GLI encourages state and local governments in Southern Indiana and Greater Louisville to work together to explore ways to decrease or eliminate tolls for the Louisville area bridges. Current tolling rates combined with planned increases tied to inflation place an undue burden on our region's workforce and discourage commerce and travel through this integral corridor. The revenue forecasts were updated in 2021 to account for changing travel and work trends resulting from the COVID-19 pandemic and both Kentucky and Indiana have met and are positioned to exceed the forecasted revenue projections this year. The Joint Board & Tolling Board should consider ways to ease the burden on businesses and the workforce that regularly use the bridge including limiting rate increases and introducing a flat monthly rate for frequent commuters in lieu of the frequent user discount program.

REGIONAL BROADBAND ACCESS

Beyond physical connections, broadband access across Southern Indiana and Greater Louisville is critical for further economic development and connectivity. Policymakers in both states should continue leveraging available federal funding in partnership with internet service providers.



SOUTHERN INDIANA REGIONAL DEVELOPMENT AUTHORITY

GLI supports efforts to attract and retain talent in Southern Indiana through the Regional Economic Acceleration and Development Initiative (READI) 2.0 and the formation of the Our Southern Indiana Regional Development Authority. This multi county partnership allows the Greater Louisville region to leverage competitive state grant funding for economic development and quality-of-place projects. The Indiana General Assembly should continue to dedicate funding to this important initiative.

TUITION RECIPROCITY

Tuition reciprocity between Kentucky and Indiana increases access and choice for students pursuing higher education and further helps to remove barriers to regionalism in Greater Louisville. Lawmakers in both states should actively work to support the timely renewal of Kentucky and Indiana's tuition reciprocity agreement and the participation of regional institutions.



CYBERSECURITY

With rising tensions across the globe, the threat to businesses in the United States and Kentucky from cybersecurity attacks and data breaches are rapidly increasing. Cybercriminals are targeting businesses of all sizes, from major healthcare systems to small main street retail establishments. Investing in cyber-ranges and related infrastructure to allow appropriate testing and preparation will allow businesses in the state to securely operate today and in the future. Building the pipeline for a trained cybersecurity workforce is essential to keeping Kentucky businesses competitive – as of this drafting, there are over 4,000 unfilled cybersecurity jobs in Kentucky. GLI encourages the Kentucky General Assembly to invest in cybersecurity education, innovation, and research. Furthermore, state government officials should continue to invest in and modernize their own cybersecurity defenses, on their own and through appropriate partnerships with the federal government.

DRUG-FREE WORKPLACES

While the General Assembly included workplace and employer protections in the legislation legalizing medical marijuana that passed in the last session, more work is needed to ensure that Kentucky's employers can continue to prioritize safety for their workplaces and employees before the law goes into effect in 2025. Workers terminated for violating an employer's drug-free workplace standards should not be eligible to receive unemployment benefits. Furthermore, GLI recommends further amendments that ensure workplace safety with regards to workers compensation claims. The General Assembly should add language that clarifies if a drug test indicates the presence of marijuana or other controlled substances in the system of a registered qualified medical marijuana patient/worker following an accident during work hours, it will be presumed that the worker was under the influence and the injury was caused by the intoxication unless proven otherwise. This presumption can only be overcome by clear and convincing evidence. If it is not, then an employer is not responsible for wage replacement.



ECONOMIC DEVELOPMENT

Growing the region's economy through business attraction and expansion efforts is one of GLI's foremost priorities. Business expansions and new employers in Greater Louisville create jobs and provide opportunities for all. Targeted economic development incentives offered by the state play a key role in helping businesses get off the ground, expand operations, and locate new facilities and headquarters in the region.

In the upcoming session, the General Assembly must continue to support successful and effective economic development incentive packages and explore ways to increase Kentucky's competitiveness in creating jobs. This should include strengthening Kentucky's Qualified Research Facility Tax Credit to help position Greater Louisville as a center for innovation and ideation. In addition, changes to the Kentucky Business Investment (KBI) program should also be amended to include recurring software subscriptions or licensing fees and the initial software and licensing costs associated with each new full-time job created as eligible costs to qualify for the incentive program. Making these changes to the KBI program would help Kentucky attract businesses which are not capital intensive, but create high paying wages. These changes would allow us to scale our homegrown companies and small businesses and attract cutting-edge enterprises.

Louisville needs additional and enhanced tools to attract new businesses, help existing businesses expand, and retain businesses. It is vitally important that all existing tax credit and incentive programs in Kentucky are working at maximum levels of effectiveness, and more incentive dollars are needed. GLI encourages the legislature to examine existing programs to see where additional opportunity to spur business growth might exist. Where feasible, incentive programs should encourage patronization of Kentucky-based businesses.

GLI also supports investing funding to convert downtown office buildings into residential and other non-office uses including hotels, retail, and entertainment.

KENTUCKY BOURBON

The General Assembly must work to protect and grow Kentucky's homegrown bourbon industry. The Greater Louisville region has benefitted more than anywhere else in the state by the global success of Kentucky bourbon. Recent policies adopted by the General Assembly ensure distilleries in our region and throughout the state can continue to create unique tourism experiences and attract more visitors along the Kentucky Bourbon Trail.

Even though 95% of the world's supply of bourbon is produced in Kentucky, other states have taken notice and want what Kentucky has. The General Assembly should continue to elevate our signature industry by lowering the tax burden and reducing unnecessary regulations.

GLI supports parity with the treatment of spirits, wine, and beer, and therefore supports streamlining alcohol taxes on canned cocktails by fairly taxing the

**Kentucky
Creates 95%**
of the world's bourbon supply

\$9 billion signature industry
with more than \$22,500 jobs
and \$286 million in annual
tax revenue for KY state and
local governments

Source: Kentucky Distillers' Association

alcohol by volume (ABV) similarly among alcohol types, as well as allowing all canned cocktails with similar ABV – without regard to alcohol type – to be sold in the same retail locations.

GLI also recognizes the privileges the General Assembly has afforded our signature bourbon industry and with those privileges comes a responsibility. GLI favors state-supported funding to partner with the bourbon industry for educational and responsibility initiatives.

KENTUCKY LABOR AND EMPLOYMENT LAWS AND REGULATIONS

To streamline compliance for businesses and reduce unwarranted lawsuits, GLI supports increased alignment of Kentucky labor and employment rules with federal standards and opposes legislative or regulatory efforts that would make Kentucky an outlier in this area. Increased alignment should include, for example, incorporation of federal overtime exemptions, adoption of federal periods of limitations for wage and hour and equal employment opportunity claims, caps on damages for alleged emotional harms, assigning liability in accordance with federal law in retaliation claims, and following federal thresholds for applying Kentucky labor and employment laws to small businesses.

GLI recognizes efforts in the General Assembly to clarify issues related to employee classification and misclassification in the construction industry. Legislation to address worker classification and misclassification in Kentucky should protect independent contractor relationships and ensure competitive parity for all businesses in the construction industry. Legislation on this issue must not result in overregulating impacted industries, negatively impacting economic development, or exacerbating workforce challenges.

To enhance workforce flexibility and ensure our region's competitiveness, GLI opposes new state and local mandates. When regulations are enacted at the state and local level which differ from proven, uniform protections, it creates an added cost of doing business for employers and reduces Kentucky's ability to compete with peer cities and states. Lawmakers should pursue programs and policies that allow for voluntary participation, including for voluntary paid leave insurance products. This would give employees a new option to support working families and attract and retain workers.

GLI applauds Kentucky lawmakers for passing transformative reforms to Kentucky's unemployment insurance system aimed at stabilizing and strengthening the unemployment insurance trust fund, and ensuring the costs for employers are competitive in relation to other states.

LAND DEVELOPMENT AND REDEVELOPMENT

Land development and redevelopment strongly supports economic growth, job creation, housing affordability, improved quality of life, and urban density. While many decisions regarding land development and redevelopment policy are made locally, the General Assembly can and should play

a positive role in promoting pro-growth land-use policies. GLI applauds the actions in Frankfort during the most recent session to address some of these policies and encourages further progress, including:

- Continuing strong support for Kentucky's appeal bond law to deter lengthy appeals processes aimed at derailing projects supported by the community.
- Enacting a state workforce housing credit to make affordable housing projects more financially feasible for the private sector.
- Supporting the state affordable housing trust fund by increasing the fee collected from deed transfers to fund affordable housing projects across the state.
- Matching state guidelines to mirror federal support for the Kentucky Historic Preservation Tax Credit Program, including extending the phasing of development projects.
- Restructuring statutory language on TIF financing to make it more accessible to developers by lowering the minimum investment threshold required to qualify for financing, raising the cap on multi-use projects, or allowing developers to access more TIF financing upfront.
- Aligning state economic development incentives with federal programs such as Opportunity Zones, New Market Tax Credits, and Renewable Energy Incentives to support business development in these areas.

PENSION REFORM

The General Assembly has made progress in recent years to invest in the unfunded liability of Kentucky's public pension funds. However, further reforms are needed to ensure that the state's economic potential is not restricted and that lawmakers can continue to make much-needed investments in key growth areas such as education, childcare, and workforce development. Members of the General Assembly must work together to enact sustainable reforms to ensure system solvency and reduce costs for the state government and local governments throughout the Commonwealth.



PREVENT WORKPLACE VIOLENCE

With instances of tragic workplace violence affecting the Greater Louisville business community, employers should have more options to protect their employees and workplaces. GLI encourages the General Assembly to allow employers to obtain workplace violence protective orders against individuals who threaten to cause workplace violence.



PUBLIC SAFETY AND LAW ENFORCEMENT

Building safer communities hinges on securing and sustaining trust between law enforcement agencies and the communities they serve. As the city of Louisville moves forward with reexamining local policies, procedures, and trainings, GLI encourages the General Assembly to ensure that local leaders are equipped with the tools they need to pursue this important work and enact meaningful reforms, including access to subpoena power in order to achieve full investigatory authority.

In light of recent increases in pedestrian and motorists-involved accidents on Louisville's roadways, along with current law enforcement staffing issues, GLI encourages Kentucky lawmakers to consider allowing consolidated governments defined under KRS 67C the ability to use camera automated enforcement as an option for traffic control at intersections. Studies have shown the effectiveness of automated enforcement can reduce fatal crashes by 21%. While automated enforcement can raise concerns regarding due process and privacy, many states have structured their laws to treat violations resulting from red-light cameras similarly to parking tickets, in which they would not affect a driver's record or insurance rates. Implementation should be based on safety concerns, concentrating on problem intersections with a history of crash data and violations.

Louisville has also seen an alarming rise in gang-related violent crimes including carjackings and shootings. Group leaders often use underage individuals to carry out these crimes to minimize

criminal penalties. This not only increases violence in our community but also perpetuates cycles of violence in youth. Lawmakers should enact legislation to make carjacking, theft of a vehicle by means of force or fear, a state crime and create a pre-trial diversion program for juveniles convicted of first-time carjacking offenses.

GLI also encourages the General Assembly to take targeted actions to reduce violent crime in the community. Lawmakers should provide state funding for new resources and new technology to local police departments, as well as to combat violent crime. Regarding gang violence, much of the violence is perpetrated by a small number of individuals who are on the radar of police. Lawmakers should enact a state wiretapping law to monitor and apprehend gang leaders to prevent violent crimes in our community. With a significant percentage of violent crime being gang-related, this is crucial to identifying and apprehending group leaders, thereby reducing violent crime in Louisville. Kentucky is one of the few states that does not have a wiretapping law

SMALL BUSINESSES, START-UPS, AND ENTREPRENEURS

Creating an environment where small businesses, start-ups, and entrepreneurs of all backgrounds thrive is key to the future of Greater Louisville's economy. The General Assembly can continue to support these types of businesses and employers in the Commonwealth by maintaining full funding of Kentucky's Small Business Development Center, expanding the Angel Investment Tax Credit Program to allow for all Kentucky counties to take advantage of the full available credit, continuing the SBIR/STTR Matching Funds Award Program, and continuing to support entrepreneurial programming. Increasing flexibility for state investment dollars and reducing barriers to start new businesses should be prioritized.

Fostering an environment where small businesses and start-up entrepreneurs have access to institutional knowledge and resources is essential for their success and the strength of our local economy.



GLI encourages the General Assembly to continue funding through the Kentucky Cabinet of Economic Development for entrepreneurial mentorship programs like Amplify Louisville's entrepreneurship-in-residence programs and the University of Louisville's executive-in-residence program.

Kentucky is an outlier in that private fund advisers are not exempt from registration, causing many investors to move their dollars to other markets. The General Assembly passed legislation that would have changed Kentucky to be in line with industry standards, but it was ultimately vetoed. GLI encourages lawmakers to support this measure in the upcoming session as it will attract more investors and is critical to unlocking early-stage capital for small businesses and startups.

GLI supports policy solutions to promote inclusion and minority business growth, such as the modernization of government contracts and certification, contract set asides for minority businesses, tax policies and other benefits, funding of business development programs, and investment opportunities. Raising the state's small purchase limit to \$50,000 (from its current level of \$20,000) would encourage state spending directly from Kentucky's small businesses, many of whom do not have the administrative capacity to competitively bid for every relatively small procurement opportunity.

Furthermore, to expand the option of entrepreneurship to more Kentuckians, GLI supports the addition of small business owner eligibility language to Kentucky's existing Employee Child Care Assistance (ECCAP) program.



STATE TAX REFORM

In a 21st century economy where businesses and talent can locate wherever they choose, Kentucky must provide a business-friendly environment to attract, grow, and retain tomorrow's employers. GLI firmly believes that creating an environment for business success will place the Commonwealth on a path of unprecedented momentum that will only increase with time.

GLI applauds the bold work of the General Assembly in recent sessions to lower the state's personal income tax rate. These reforms improved Kentucky's tax code and will support economic growth and the Commonwealth's business competitiveness.

Lawmakers should remain focused on continuing to make tax policy in Kentucky more competitive with surrounding states and encourage business growth in the Commonwealth. This should include decreasing the state's outdated reliance on production-based taxes and allowing for comprehensive tax reform at the local level.

GLI supports repealing the limited liability entity tax (LLET). However, if retained, the cost of goods sold (COGS) definition must be modified to align Kentucky's LLET COGS definition with that of the COGS definition for federal and Kentucky income tax purposes. By bringing Kentucky in line with the federal and its own income tax definition for COGS, it will both enhance compliance by businesses and improve enforcement by the state.

GLI applauds the General Assembly for updating the Internal Revenue Code (IRC) in the 2023 session. However, we encourage the General Assembly to update the IRC conformity date every session. Adopting an updated conformity date to the IRC benefits Kentucky taxpayers, tax practitioners,

and tax administrators. IRC conformity refers to the degree to which a state tax code conforms to the federal tax code and simplifies a state's implementation of its tax policy by using federal taxable income as a starting point for calculations.

GLI opposes allowing the Kentucky Department of Revenue or local taxing jurisdiction to require bonding for taxpayers and businesses to appeal adverse decisions by the Kentucky Board of Tax Appeals. A bonding requirement could restrict the ability of many small businesses to appeal decisions and have their cases reviewed by the courts. Such a requirement runs counter to pro-taxpayer legislation passed by the General Assembly in 2018 and harms Kentucky's business competitiveness.

LOCAL TAX REFORM

Much has changed in our Commonwealth since 1891, except for a restrictive section of the Kentucky Constitution that limits the legislature's power to comprehensively reform local government tax policies. Section 181 of the Kentucky Constitution only permits the General Assembly to delegate to local governments a small number of revenue options, including property, occupational, and a few fees and license taxes. In light of the impacts of the pandemic, Kentucky's pension crisis, and other social and economic pressures, city and county governments in the Commonwealth need increased flexibility to generate revenues and more leeway to design flexible local revenue systems that capitalize on community diversity and create an economically competitive environment. This is important not only for providing key services and meeting obligations but for economic development and future growth. State law must allow city and county governments in Kentucky to develop forward-thinking, business-friendly tax systems to compete and thrive in the 21st century.





Not only will this change increase economic development and improve community services, but it will also make Kentucky more competitive with our surrounding states by allowing us to move away from a system that taxes productivity instead of consumption.

Kentucky should also continue its efforts to make income-based local taxes more uniform to eliminate or reduce the disparate treatment of taxpayers, particularly those who deliver income in multiple jurisdictions. Furthermore, state, and local tax administrators should continue to streamline the tax filing, processing, collection, and enforcement processes across Kentucky.

TOURISM, HOSPITALITY, AND THE ARTS

Louisville's tourism, hospitality, and arts scenes have long been major drivers of economic growth and talent attraction in Greater Louisville. While hit particularly hard during the COVID-19 pandemic, there has been a resurgence in these sectors as residents and tourists return to gathering and embrace the region's art and cultural institutions.

GLI encourages lawmakers to continue their support for these organizations to ensure their long-term recovery and the recovery of our downtown and region:

- The General Assembly should prioritize investment in the arts through Louisville Tourism, the Kentucky Arts Council, and other important cultural institutions, including the Kentucky Center, a facility owned by the Commonwealth of Kentucky which has a major positive impact on regional tourism and our local economy. GLI supports The Kentucky Center's additional budget request to address priority projects that affect daily operations, concerns for safety risks and business interruption, and market competitiveness, including replacement of critical technical equipment that

is now 40 years old and at its end-of-life, improvements in building security, and renovation of client and patron spaces.

- Waterfront Park is an essential component of Louisville's downtown vibrancy and serves as a gateway to the Commonwealth, providing a \$40 million annual economic impact. GLI supports increasing operational funding for Waterfront Park Development Corporation in the state budget to enhance park maintenance and improve the overall visitor experience for the existing park and the Phase IV expansion.
- Kentucky Venues, the operator of the Kentucky Fair and Exposition Center and Kentucky International Convention Center, generates over \$360 million in economic impact each year. 69% of the hotel occupancy in the Greater Louisville region comes from the 300 - 350 events that Kentucky Venues hosts each year. GLI supports Kentucky Venues budget request to add and improve infrastructure of this major tourism driver.





ATTRACT AND RETAIN TALENT

Stagnant population growth, talent attraction, and retention are challenges impacting all regional employers and pose a serious threat to economic growth in Kentucky and Greater Louisville. To address these challenges, GLI launched Live in Lou, a talent attraction initiative aimed at increasing our region's skilled workforce, reversing population growth trends, and ensuring that Greater Louisville grows at a rate that is competitive with peer cities.

GLI encourages the General Assembly to fund a statewide talent attraction campaign with money included specifically for regional initiatives like Live in Lou that proactively encourage individuals with training in high-demand industry sectors to live and work in Kentucky, and the Greater Louisville region.

RELOCATION INCENTIVES

To capitalize on the national shift toward remote work, the General Assembly should adopt a relocation incentive program to attract new talent, including remote workers, to the Commonwealth. This could be implemented in a number of ways including home construction and rebate incentives, new mover land grants for new home builders, or direct cash payments for new movers to the state working full-time remotely at a business based outside of Kentucky.

STUDENT LOAN TAX INCENTIVES

Retaining workforce is a key component to growing our state and regional economy. GLI encourages the General Assembly to implement a student loan tax incentive to encourage recent college graduates to stay in Kentucky as they begin and grow their careers. Easing the burden of student loan debt through tax credits could be a powerful tool in retaining this educated segment of the workforce that will have higher earning and spending power for our local and regional economies.

BENEFITS CLIFF

With Kentucky's workforce participation rate hovering around historically low levels, it is imperative that the General Assembly address the multi-faceted reasons that many Kentuckians opt out of the workforce. A major barrier to work for many Kentuckians is the benefits cliff, which refers to the decrease in public benefits that can occur when recipients are subject to a small increase in earnings. Kentucky has already implemented programs to address this, such as the transitional benefits policies in the Childcare Assistance Program (CCAP). GLI encourages lawmakers to implement additional policies that could aid in the transition for Kentucky families, such as establishing state refundable tax credits and tapering off benefit amounts rather than abrupt cutoffs. Taking these steps would help smooth the transition and encourage workers to embrace career opportunities and higher wages.

CRIMINAL JUSTICE REFORM

Criminal justice reform is central to reversing years of misguided policies that have led to overincarceration, trapped numerous Kentucky families in cycles of poverty, disproportionately impacted marginalized communities, and contributed to workforce challenges for Kentucky employers.

With GLI's support, the General Assembly has passed several important bills in recent sessions to reform Kentucky's criminal justice system. This includes improving criminal records expungement and parole processes as well as raising the threshold for felony theft. Lawmakers have also given serious consideration to legislation related to cash bail and removing barriers to education for convicted felons. In the coming session, GLI encourages lawmakers to take bold action in criminal justice reform with the goal of reducing incarceration and recidivism rates in Kentucky and encouraging workforce, educational,



and substance use treatment opportunities for all individuals who encounter Kentucky's criminal justice system. Policy suggestions include:

- Reform cash bail in Kentucky to address inequities for communities of color and those in poverty which are disproportionately affected. The current system often forces individuals who cannot afford bail into pre-trial detention, negatively affecting their ability to maintain employment before their case is adjudicated.
- Eliminate the ban on individuals convicted of a felony from receiving KEES funds.
- Consider legislative solutions to allow Kentuckians with felony records to regain their right to vote.
- Continue incentivizing education, training, treatment, and employment in Kentucky's probation and parole systems.
- Develop increased alternatives to imprisonment and more effectively optimize current alternative programs and pilot programs, such as the pilot pretrial diversion program established by the General Assembly for substance abuse disorder.
- Support local governments and nonprofits in implementing effective education and employment-focused re-entry programs in jails throughout Kentucky.
- Implement a statewide program that would provide state-issued identification to all people leaving incarceration in Kentucky, enabling them to better access housing, employment, healthcare, and mental health services that are necessary for successful re-entry.
- Continue improving Kentucky's expungement system by reducing wait periods, streamlining procedures, lowering costs, and making more records eligible for government-initiated expungement.

- Ensure that any individual who encounters the criminal justice system and needs substance use disorder treatment or mental health services has ample access to treatment opportunities and providers.
- Pursue policies to support successful re-entry and encourage second-chance employment practices and education opportunities.
- Monitor and assess current and future legislative measures that may have a disproportionate impact on communities of color, including criminal statutes and proceedings.
- Narrow Kentucky's persistent felony offender laws, which in their current forms can lead to increased mandatory sentencing for lower-level felony offenses and have been found to disproportionately affect minority populations while contributing to overcrowding in jail and prison populations.
- Decrease the number of fines and fees that justice-involved individuals are subject to. Individuals in poverty are often incarcerated longer or solely for non-payment of fines or restitution, contributing to overcrowding of Kentucky's county jails and making it harder for those individuals to maintain employment.



FULL-DAY KINDERGARTEN

GLI applauds the General Assembly for their support in funding full-day kindergarten in all school districts across Kentucky during the most recent biennial budget. We encourage lawmakers to provide the necessary long-term funding for full-day kindergarten, which allows local school districts to reallocate resources to address other educational needs in their communities.

HIGHER EDUCATION

With the goals of ensuring high-quality lifelong learning opportunities for its residents, increasing degree and certificate attainment leading to meaningful work opportunities, and meeting the growing demand for talent in the Greater Louisville region, post-secondary institutions and students must be supported. Kentucky's college enrollment rate has trended downward for the last several years, falling to 50.5% in 2019, significantly lower than the national college going rate of 66.2%. This gap leaves Greater Louisville at a disadvantage behind its peer markets as we work to compete and grow the talent and workforce the region needs today and in the future.

It is imperative that Kentucky increase its investment in postsecondary education to 2007-2008 per student levels or greater to help keep student costs down. A highly educated and skilled workforce drives the economic engine of the Commonwealth. Universities, colleges, and other institutional alternatives, including technical school and competency-based programs, must all be supported to meet the diverse needs of the region and deliver affordable, effective, and impactful higher education outcomes. Healthcare outcomes are enhanced by increasing the pipeline of nurses, physicians, and other healthcare providers, which attracts employers and employees to the state and



region. To increase student access and success, the state should provide consistent support for dual credit and early college programs.

GLI also encourages the General Assembly to provide funding for world-class research facilities in engineering, robotics, automation, and advanced manufacturing to drive university-industry engagement in the region's key technology areas.

K-12 PUBLIC EDUCATION

State support for public education is essential to advance the work of local school districts, grow Kentucky's future workforce, and to attract new businesses and residents. GLI commends the General Assembly for its increase in investment in public education in the most recent state budget through record funding of the per student allocation through the SEEK formula. With the upcoming budget session, further investment in local school districts to ensure student success is needed. Lawmakers must continue to support the important work of Learning and Results Programs, which provide critical assistance to students and families in overcoming barriers to education. Furthermore, lawmakers should continue their support for programs aimed at increasing literacy and numeracy levels and providing targeted intervention for elementary school students.

As school districts struggle with staff shortages, GLI encourages lawmakers to fund teacher recruitment and retention programs. Such programs should be sufficiently flexible to respond to the unique needs of urban, suburban, and rural school districts. Lawmakers should build on past legislation offering incentive pay for teachers by empowering districts to take such factors as performance, subject matter, and community resource needs into account when determining teacher compensation and incentives, in addition to more traditional factors such as experience and academic credentials. Along with a competitive and dynamic compensation structure, including through regular increases in SEEK funding,

the state should provide the necessary funding and assist local school districts in providing educators with high impact administrator leadership and teacher professional development opportunities that increase their effectiveness in the classroom and lead to better student outcomes. GLI encourages lawmakers to extend temporary provisions enacted during the 2021 Special Session that allow retired teachers to return to the classroom without compromising their pensions. The extension of these provisions will provide relief with teacher workforce shortages that many school districts are currently facing. Additionally, providing funding assistance for classified staff including school nurses, bus drivers, nutrition workers, and many more roles, is essential for the efficient operation of schools and to fully support students for academic success.

Ensuring a quality education for every student is critical. Student achievement is directly linked to economic growth and to have a strong future economy, we must prioritize public education. The state and region must focus on accelerating student achievement to remain globally and regionally competitive.

As the state's largest school district, Jefferson County Public Schools serves a large and diverse population of students. Recent changes to student assignment within JCPS to provide families with the option of neighborhood schools should be continued and streamlined. With nearly 100,000 students and 165 schools, the success and efficiency of JCPS operations is critical for our community and any changes to improve that efficiency should be research-based and performed in collaboration with the district's superintendent.

GLI has been a long-time partner of JCPS' successful Academies of Louisville program, which helps ready students for in-demand careers, and GLI continues to advocate for expansion of the program into middle schools as well as increased business community engagement to create strong talent pipelines for new, highly skilled jobs in the region.

GLI has continually supported exploring ways to improve operational efficiencies for the district, including the 2014 financial audit and the 2017 audit by the Department of Education, which resulted in the foundation of JCPS' Future State Plan. Since those audits, JCPS leadership has implemented important changes to their structure and operations, amid unprecedented workforce and pandemic challenges. However, we continue to believe the district's superintendent needs more flexibility for effective decision-making and communication.

KENTUCKY'S SUBSTANCE USE DISORDER CRISIS

As Kentucky continues to address substance use disorders, the General Assembly must remain committed to allocating state funds and taking full advantage of available federal funds to provide the necessary resources for treatment, prevention, and job training.

MAINTAINING A DIVERSE AND INCLUSIVE WORKFORCE

To further support talent attraction and retention in Kentucky and Greater Louisville, lawmakers should ensure state policies and relevant public agencies fully support immigrants and refugees who relocate to the Commonwealth from abroad. Lawmakers must adamantly oppose any legislative or regulatory action that could be perceived as discriminatory or unwelcoming and instead embrace policies that foster diversity, inclusion, and equity.

Employers must be allowed to autonomously control their hiring and recruitment practices. Current laws allow employers to adopt the standards that work for their individual businesses and those laws should be maintained. GLI discourages lawmakers from restricting employer's rights to implement DE&I policies important to their culture and operations.



SCHOOL CHOICE

Increasing the choices parents and guardians have when selecting educational pathways for their student makes regions like Greater Louisville more attractive to families and businesses, and leads to improved learning outcomes and a more competitive homegrown workforce. GLI has strongly supported public charter school legislation in past sessions. GLI encourages lawmakers to clarify funding for charter schools to remove uncertainty and encourage authorization of these institutions in Kentucky.

To further increase the educational options available to parents and guardians, GLI supports establishing a tax credit to incentivize individuals and businesses to contribute to scholarship-granting organizations that

focus on low-income families for whom private school opportunities may be out of reach. A tax credit like this would dramatically help to level the playing field for all Kentucky families.

SECOND CHANCE HIRING

The General Assembly should act to encourage individuals who have encountered the criminal justice system to pursue careers that require occupational licenses by mandating pre-application determinations for those licenses. This would allow jobseekers to know whether their criminal history is disqualifying before investing in the training and education required for the license. Occupational licensing reform and similar initiatives can increase workforce participation among this population and decrease recidivism.

STABILIZE KENTUCKY'S CHILDCARE SECTOR

High-quality, accessible, and affordable childcare and early childhood education is critical to workforce participation, building a more inclusive economy, and putting children on a pathway to future success. While access and availability were issues prior to the pandemic, the impact has thrown the childcare sector into a state of crisis, creating barriers to work for parents and caretakers and depriving children of learning opportunities at a pivotal time in their development.

A survey of childcare providers across Kentucky found that more than 20% will permanently close and 70% will be forced to raise tuition for families when federal resources run out in the upcoming biennium.

In 2024, Kentucky must prioritize stabilizing the childcare sector and make the necessary investments to ensure the sector's long-term success and stability. GLI supports legislation and appropriations aimed at maintaining pandemic-era improvements to childcare supports – particularly to the Childcare Assistance Program (CCAP) – in order to meet the demands of

working parents who need accessible, reliable, and quality childcare. These vital program solutions should include:

- Maintaining CCAP provider reimbursement rates at federally recommended levels and set rates based on cost modeling that consider the true price of care and appropriately supports rural providers.
- Basing CCAP provider reimbursements on enrollment rather than attendance to align with federal guidance, private-pay processes, and budget projection practices.
- Continuing to allow all childcare employees to participate in CCAP through classification as a protected population.
- Reducing CCAP burdens & benefit cliffs by allowing families to retain their earned income based on a limited co-pay structure and maintaining a six-month transition period for families exiting the program due to modest wage increases.

Staffing is the most immediate barrier for childcare programs. Many centers around the state and in Greater Louisville have been forced to reduce capacity or close classrooms because of a lack of educators and support personnel. The Kentucky childcare provider survey showed that 23% of programs could serve more than fifty additional children if they were fully staffed and 21% of programs could serve 21-50 more children. Kentucky must invest in strategies to address dire staffing shortages, including maintaining the improved early childhood education credential scholarship program for individuals actively working in early childhood programs and covering the cost of mandatory background checks for childcare employees.

GLI recognizes that the business community has a role to play in overcoming childcare challenges and applauds the General Assembly for their passage of the Employee Childcare Assistance Program, a public-private partnership that encourages employers to offer childcare assistance to their employees while providing matching contributions with state funds. We encourage lawmakers to improve the program based on employer feedback provided in the first year of implementation and encourage widespread participation within the business community by permanently establishing the program. GLI also encourages state lawmakers to prioritize programs that incentivize businesses to offer onsite childcare centers.

GLI supports significant expansion of high-quality, full-day, full-year childcare and early childhood education services, using a mixed delivery model to improve access and increase options available to Kentucky families.

20% OF CHILDCARE PROVIDERS
SAID THEY WOULD PERMANENTLY CLOSE
70% WILL BE FORCED TO RAISE TUITION RATES
WHEN FEDERAL PANDEMIC FUNDING RUNS OUT IN THE COMING MONTHS

Source: The Prichard Committee

300,000
WORKING AGE ADULTS IN KY
DO NOT HAVE A HIGH SCHOOL DEGREE
OR EQUIVALENT CERTIFICATION

WORKFORCE TRAINING & PREPARATION

Greater Louisville employers continue to face severe workforce challenges. Regional employers shoulder thousands of dollars in training and retraining costs and miss opportunities for new projects and growth due to unfilled positions and workforce capacity limitations. Equally as pressing, the rise of automation, artificial intelligence (AI), and other innovative technologies will increasingly lead to significant labor force disruption, and will require a fundamental rethinking of workforce training and retraining initiatives. It is critical that lawmakers view Kentucky's current and future workforce challenges as a significant barrier to economic growth and make the investments needed to build a workforce that can meet the needs of employers and anticipate the unique demands of a 21st century economy. GLI encourages the General Assembly to support these critical efforts, especially as federal funding and programming has declined in recent years by:

- Establishing a permanent fund for grants to workforce boards and other providers to provide more industry-focused training and retraining initiatives targeted at high-demand jobs with good career pathway opportunities.



- Creating and funding initiatives aimed at cultivating a competitive tech workforce, including trained AI data scientists to support sustained AI experimentation, development, and deployment along with advanced manufacturing industries in Kentucky.
- Continuing to fund and support the Work Ready Kentucky Scholarship program, investing in efforts to expand awareness of the program, and improving efficiency and ease of use for applicants.
- With more than 300,000 working age adults without a high school degree or equivalent certification, connecting these adults with apprenticeships and adult education programs is critical to growing Kentucky's workforce. GLI supports continued funding for Goodwill of Kentucky's The Excel Center, which is engaging this population of adults to help them earn high school diplomas and prepare them for college or career.
- Permanently provide funds for GED testing and obtaining career competency credits.



YOUNG ADULT AND YOUTH PROGRAMMING

There are approximately 12,000 disconnected youth in Jefferson County between the ages of 16-24, which is higher than many of our peer cities. This problem can have many far-reaching consequences for communities that fail to address it including high unemployment rates and higher rates of crime and homicides. Metro Louisville has invested in programming to combat this trend through programs like The Spot, which offers support and career resources for this target population. Without continued investment for this type of programming, the problem of disconnected youth could cost Louisville and Kentucky taxpayers billions of dollars. GLI encourages the General Assembly to support this work.



AFFORDABLE ENERGY

Access to energy resources at competitive rates is vital to attracting and retaining businesses and talent in Greater Louisville. Kentucky has long enjoyed the distinction of being an affordable energy state. GLI supports policies that serve to help regional energy companies to continue providing services and resources at competitive rates and is opposed to mandates that threaten to drive up costs for energy providers and consumers.

ATTRACT & RETAIN REGULATORY PROFESSIONALS

Businesses operating in the energy and environmental sectors are required to work closely with the Kentucky Energy and Environment Cabinet to ensure compliance with numerous administrative and environmental regulations. GLI continues to advocate for the Commonwealth to attract and retain a staff of highly skilled, knowledgeable professionals to assist with compliance and permitting processes. By adequately and consistently funding Cabinet personnel costs, the General Assembly can help to ease these processes and allow businesses to grow and operate more efficiently.

BROWNFIELD REMEDIATION

Brownfield remediation and redevelopment programs are critical for reducing the prevalence of blight and hazardous properties in Greater Louisville. GLI supports programs aimed at assisting businesses and developers with brownfield remediation and redevelopment through assessment services and funding opportunities.

ELECTRIC VEHICLES

Kentucky has seen significant investments in electric vehicle production announced recently. To support the increase in electric vehicles and ensure that Kentucky

becomes a hub for this growing market sector, Kentucky must implement a visible, robust, and reliable fast-charging network across our state's roadways.

ENVIRONMENTAL AUDITS

Lawmakers in Frankfort should support a regulatory framework that supports voluntary environmental compliance auditing. Currently, only companies regulated by the Kentucky Department for Environmental Protection can report and correct compliance issues they have discovered under the environmental audit privilege statute (KRS 224.1-040) and take advantage of penalty amnesty provisions for certain voluntarily disclosed violations. The environmental audit privilege should extend to entities regulated by the Louisville Metro Air Pollution Control District in Jefferson County so that these companies have equal incentives to voluntarily evaluate and address Clean Air Act compliance issues without the risk of significant penalties.

KY RANKED
12TH LOWEST
AVERAGE
ELECTRICITY
PRICE NATIONALLY **IN 2021**

Source: US Energy Administration, August 2022



HEALTHCARE TALENT & WORKFORCE NEEDS

To adequately serve a growing and aging population, Kentucky must address the shortage of medical professionals by creating and supporting programs to build the medical workforce and by providing incentives that will retain and attract healthcare professionals and workers.

GLI applauds the Kentucky General Assembly for passage of the Kentucky Healthcare Workforce Investment fund to remove barriers to healthcare careers and address the industries' workforce shortages. GLI encourages lawmakers to fully fund this program in the upcoming budget session.

In addition, GLI encourages the General Assembly to allocate funds to revitalize infrastructure in the LOUMED district. This is a valued placemaking initiative that will enable multiple healthcare companies in Louisville attract and retain healthcare workers. LOUMED is comprised of 22 city blocks, 250 acres, 9.6 million square feet of occupied space in the heart of downtown, attracts over 1.5 million visitors per year world-wide & employs over 16,000 individuals with total salaries surpassing \$1 billion dollars annually. It is critical to invest in infrastructure and quality of place in a core part of the region.

GLI also supports the University of Louisville's \$280 million request to build a new Health Sciences Simulation and Collaboration Hub in downtown Louisville. This proposed building project would be located on the UofL Health Sciences Center campus and will redevelop land owned by the university. The new facility will expand multi-disciplinary research opportunities and enhance the educational experience of students in healthcare fields and build on UofL's commitment to research and development. Its proximity to the region's largest hospitals will lead to new advancements in medicine, tech transfer, and patient care which is critical for continued growth in the life sciences sector.

A HEALTHIER KENTUCKY

Kentucky has long suffered from poor health outcomes in comparison to the rest of the nation, which has resulted in reduced quality of life, placed strains on our healthcare systems and state budget, and harmed the competitiveness of our workforce. Particularly among communities of color, increased support, education, and resources should be considered. GLI strongly supports measures aimed at improving the health of Kentuckians and encourages policy efforts that eliminate health disparities and advance health equity in our region, including efforts aimed at reducing tobacco and nicotine usage. This includes removing smokers as a protected class, funding smoking cessation programs, and allowing for increased regulation of the use and marketing of tobacco and nicotine products.

It also includes investing in needed for capital improvements at Louisville's Community Care Campus which provides a 24/7 respite for individuals experiencing homelessness who also require medical care. This is an important collaboration between multiple healthcare businesses in Louisville that can lead to dramatic changes for those experiencing homelessness.

CERTIFICATE OF NEED

GLI encourages the legislature to maintain the current system of Certificate of Need. The current system takes the impacts and benefits of new medical facilities, health services, and major medical equipment into account to provide healthcare more efficiently to Kentuckians.



MEDICAID

A healthy workforce is vital to economic development but must come at a cost to the state that is sustainable. This core principle should serve as the foundation of any changes to how Kentucky serves its Medicaid population. Modifications to Kentucky's Medicaid system should focus on effective state spending on healthcare, improve equitable health outcomes, provide a smooth transition to private coverage for Medicaid recipients leaving the system, and minimize burdens on providers, insurers, and employers. Reforms should serve to increase efficiencies within Kentucky's Medicaid system such as encouraging the use of generic drugs when appropriate. Further efforts should focus on reducing fraud, waste, and abuse; supporting underserved and rural communities; encouraging and rewarding workforce participation; and investing in local economies.

To allow for Kentucky to continue receiving the federal matching funds it needs to administer Medicaid services and cover the Medicaid population, the General Assembly should ensure that all taxes impacting the healthcare sector in the Commonwealth comport with requirements and guidelines of the Centers for Medicare and Medicaid Services.



PROTECT EMPLOYER RIGHTS TO ENSURE WORKPLACE HEALTH & SAFETY

Employers must be allowed to establish rules that protect the health and safety of their employees and workplaces. An employer's right to enforce vaccination mandates for their workforce or other means available to stop the virus must be preserved. Current laws in place allow employers to choose the standards that work for their individual businesses and those laws should be maintained. GLI discourages lawmakers from enacting potential penalties for employers mandating health and safety measures.



PROTECT HEALTHCARE PROVIDERS FROM FRIVOLOUS LAWSUITS

GLI supports comprehensive reforms to Kentucky's legal liability climate, which studies have shown to be one of the top ten worst in the country. For Greater Louisville to continue cultivating its status as a center for high-quality and innovative healthcare, state lawmakers must enact liability protections and reforms to curtail and contain frivolous lawsuits in the medical industry. More reforms to Kentucky's legal liability climate – such as restrictions on fraudulent legal advertising, limits on claimants' attorney fees, and a constitutional amendment to allow caps on damages – are needed. The current litigious climate has led to rising malpractice insurance costs that negatively affects healthcare affordability and accessibility for patients. Kentucky should establish itself as a leader in protecting healthcare professionals from frivolous lawsuits. This would improve patient care and help our region retain and attract healthcare professionals and businesses.





INVEST IN MOBILITY

In Greater Louisville, a robust public transportation system is key to delivering a qualified workforce to employers, getting students to class, and supporting strong economic development. Insufficient capital investment in public transportation at the state level has hindered the growth of public transportation and investment in capital projects, leaving fleets suffering from deferred maintenance. To best leverage federal funds that have increased under the Infrastructure and Investment Jobs Act (IIJA), state funds are needed to allow local dollars to be accessed. GLI urges lawmakers to establish a dedicated and sustainable revenue source for public transportation that will adequately address the mobility needs of our region.

With increased federal funding available through the IIJA and grants through the Federal Railroad Administration, GLI encourages state and local officials to capitalize on this record level of investment to extend passenger rail service through Louisville. Rail service would create efficient and accessible connectivity between Louisville and peer markets, which is critical for continued economic and population growth.

Workforce shortages in key transportation sectors, like aerospace engineering, are affecting the Greater Louisville region and the state's ability to compete for companies and talent operating in this high growth sector. GLI encourages lawmakers to focus on industry-specific workforce programs that will grow this workforce among Kentucky's population and attract professionals from around the country.

INVESTMENT IN QUALITY WATER & SEWER INFRASTRUCTURE

To improve the quality of regional water and sewer infrastructure, legislative and regulatory actions should encourage sustainable and long-term growth in regional sewer capacity and regional water expansion projects. To avoid catastrophic loss and damage, resources are needed to repair and modernize flood protection systems. In order to meet the demands and needs of economic growth, investment in wastewater and stormwater infrastructure should be made to enable sustainable growth. Stormwater quality treatment techniques such as pervious pavement should also be included in these efforts. GLI opposes efforts to repeal Kentucky's statewide fluoridation standards for community water systems. Allowing local governments to regulate water fluoridation could create a county-by-county patchwork of rules, which would harm the ability of regional drinking water systems to provide quality services, support economic growth, and protect public health.

MODERNIZE INFRASTRUCTURE FUNDING & ROAD-AID ALLOCATION

As a critical coordination and manufacturing hub, Greater Louisville relies heavily on a reliable, high-quality network of bridges and roads to support economic development and growth. GLI continues to support increased investment in Kentucky's roads and highways and opposes efforts to divert road-fund dollars to pay for General Fund obligations. To maximize the impact of increased infrastructure investment, the General Assembly must also modernize the road-fund allocation formula that Kentucky has

Transportation & Infrastructure

used to allocate gas tax revenues since 1948 to more accurately account for lane mileage, traffic counts, and population growth.

GLI also supports the establishment and funding of a multi-modal transportation fund by the General Assembly to more effectively and systematically invest in public transportation, aviation, ports, and freight.

COMMUNICATIONS INFRASTRUCTURE FOR THE FUTURE

Kentucky should ensure that regions like Greater Louisville are well-positioned for the future by supporting the development and modernization of telecommunications infrastructure. Beginning in 2021, significant federal government funding became available for broadband deployment through programs like the American Rescue Plan Act (ARPA) Coronavirus Capital Projects Fund and State & Local Fiscal Recovery Funds and soon more will come through the Broadband Deployment Equity, Access, and Deployment fund. The 2020 Kentucky Legislature funded the Kentucky Broadband Deployment Fund that is administered by the Kentucky Infrastructure Authority (KIA) with the \$300 million appropriation of ARPA funding. With the passage of House Bill 315 in 2022, the Kentucky General Assembly created further guidance for fund distribution and established the new Office of Broadband Deployment within KIA. GLI supports continued funding for broadband deployment grants for wired and wireless networks and opposes measures that threaten to impede or hamper investment in digital infrastructure. The new FCC Broadband map makes it clear that unserved locations are often scattered between or in close proximity to underserved locations. Holistic projects that include both unserved and underserved locations will attract more private investment, as these projects allow providers to reach the scale needed to deploy broadband in an efficient, cost-effective way. The Commonwealth should avoid imposing rules any more restrictive than the NTIA guidelines for BEAD funded projects in order to provide flexibility for the most impactful projects.

To further encourage investment in telecommunications infrastructure, the General Assembly should also ensure that regulatory processes are as streamlined as possible and provide for fair and reasonable terms, conditions, and rates to access state-controlled rights of way and infrastructure. To that end, GLI supports the goals of FCC's Declaratory Ruling and Third Report and Order on wireless broadband deployment, which aims to facilitate a timely buildout of 5G, small cell. Regulations must support, not impede, the development of these critical infrastructure assets by technology and communication providers.

In urban areas, where broadband infrastructure has been deployed by numerous wireline and wireless providers, state and local governments should seek to utilize this existing infrastructure by partnering with and supporting private providers, rather than build duplicative, taxpayer-funded networks. Additionally,

GLI is supportive of state and local conversations regarding access to utility poles to ensure rules and regulations are agreeable to all invested parties and contribute to the successful expansion of broadband into rural areas.

Kentucky still does not offer any form of incentive for purchase of broadband equipment such as a sales tax exemption or reimbursement while all of Kentucky's surrounding states have some form of incentive. GLI seeks to put Kentucky on even footing with our surrounding states in terms of these incentives that will encourage further deployment of broadband.



GLI Advocacy

GLI relies on hundreds of volunteers from the Greater Louisville business community to develop legislative priorities and set positions on key public policy issues that affect economic growth and workforce development. With the support of GLI's Board of Directors, GLI's Public Policy Council leads GLI's public policy efforts with the assistance of six Issue Advisory Committees. The dedicated volunteers that lead the Public Policy Council and GLI's Issue Advisory Committees and the hundreds of members who give their time are the key to GLI's success in advocating for the business community's priorities:

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Chair – DeVone Holt, Goodwill Industries of Kentucky

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“We have seen significant progress in creating a friendlier environment for economic development in the Greater Louisville region which has led to exciting growth in recent years. I am optimistic that by pursuing the policies laid out in GLI’s 2024 State Legislative Agenda, our region will continue this accelerated trajectory and become more competitive with our peer regions.”

– **Russell Cox, President & CEO,
Norton Healthcare and 2023
GLI Board Chair**

“Greater Louisville Inc. is the voice of the Greater Louisville business community and the priorities laid out in our 2024 State Legislative Agenda reflect feedback from hundreds of business leaders from across the region. Our Public Policy Council thoughtfully and comprehensively vets the policies upon which GLI takes a position to ensure they will lead to growth of the regional economy.”

– **Les Fugate, VP, Director of State
& Local Government Relations
at Brown-Forman and GLI
Public Policy Council Chair**

LIVE IN LOU - GREATER LOUISVILLE INC.'S TALENT ATTRACTION, RETENTION, & DEVELOPMENT INITIATIVE

GLI launched Live in Lou in 2016 to increase the working-age population and meet the current and future workforce demand in the community. Through Live in Lou, GLI has developed a number of initiatives in support of talent attraction, retention, and development, including targeted advertising campaigns to attract talent from outside of the region; an ambassador program called City Champs to welcome new talent and support their connection to the community; a partnership with LinkedIn to identify and attract specific talent to the region, and a professional and leadership development program called Finding You, in Lou, that helps to attract and retain college graduates. All of these efforts work together to create a comprehensive effort for talent attraction, retention, and development.

live in lou.

Top Investors

TARGETED TALENT ATTRACTION CAMPAIGNS

As part of our suite of talent and workforce solutions, GLI can help you attract talent with customized attraction campaigns. Utilizing partnerships that allow us to access AI tools, we can identify the geographies that have more supply than demand of the talent you are looking for, identify areas of low to moderate demand for that talent, where cost of living and salary ranges are comparable or more favorable to our region. We build a digital advertising campaign that is customized to fit your need and drive applications for your open positions. We handle the development of the creative, media placement and optimization, and reporting. Your role? To accept resumes, interview, and hire great candidates.



CITY CHAMPS BRAND AMBASSADORS

City Champs is a brand ambassador program that was conceived in the 2017 Bingham Fellows class at Leadership Louisville and developed at GLI. Champs are volunteers who are passionate about the region and want to be a resource for those who are relocating to the region. City Champs undergo a half-day of training to learn how to talk about school selection, safety, neighborhoods, and the many assets our region has. Champs are an excellent resource and system of support for talent that has been targeted for relocation, as well as their trailing spouses/partners.



FINDING YOU, IN LOU – PROFESSIONAL & LEADERSHIP DEVELOPMENT FOR COLLEGE STUDENTS

GLI developed Finding You, in Lou as a way of connecting with college students who are nearing graduation. Students who are currently enrolled in internships in the region (even if they are attending a school out-of-state) are provided leadership skills, networking and connections, and tips for developing a personal brand, all set against a backdrop that allows us to showcase the assets in our region and the many reasons young professionals should relocate here. The program is sponsored by the University of Louisville but is a four-week cohort program open to students in any college.





[GLI]